

(2420.) AUCKLAND FLOUR-MILLERS.—AWARD.

In the Court of Arbitration of New Zealand, Northern Industrial District.—In the matter of the Industrial Conciliation and Arbitration Act, 1908, and its amendments; and in the matter of an industrial dispute between the Auckland United Flour-mill Employees' Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

Brown, S. C., Auckland.

Bycroft (Limited), Auckland.

Northern Roller Milling Company (Limited), Auckland.

THE Court of Arbitration of New Zealand (hereinafter called "the Court"), having taken into consideration the matter of the above-mentioned dispute, and having heard the union by its representatives duly appointed, and having also heard such of the employers as were represented either in person or by their representatives duly appointed, doth hereby order and award :—

That, as between the union and the members thereof and the employers and each and every of them, the terms, conditions, and provisions set out in the schedule hereto and of this award shall be binding upon the union and upon every member thereof and upon the employers and upon each and every of them, and that the said terms, conditions, and provisions shall be deemed to be and they are hereby incorporated in and declared to form part of this award; and, further, that the union and every member thereof and the employers and each and every of them shall respectively do, observe, and perform every matter and thing by this award and by the said terms, conditions, and provisions respectively required to be done, observed, and performed, and

shall not do anything in contravention of this award or of the said terms, conditions, and provisions, but shall in all respects abide by and perform the same. And the Court doth hereby further award, order, and declare that any breach of the said terms, conditions, and provisions set out in the schedule hereto shall constitute a breach of this award, and that the sum of £100 shall be the maximum penalty payable by any party or person in respect thereof. And the Court doth further order that this award shall take effect as from the 2nd day of December, 1911, and shall continue in force until the 2nd day of December, 1914.

In witness whereof the seal of the Court of Arbitration hath hereto been put and affixed, and the Judge of the Court hath hereunto set his hand, this 4th day of December, 1911.

W. A. SIM, Judge.

SCHEDULE.

*Hours of Work.*

1. The hours of work in the mills of the employers and of each of them shall not exceed forty-eight hours per week, nor, except in the case of night shifts, more than eight and three-quarter working-hours per day. Each employer shall be at liberty to arrange with his employees the hours for commencing and ceasing on each day, and may work his mill in shifts either by day or night. Any employer may arrange with his employees for a Saturday half-holiday, but no day shift shall consist of more than eight and three-quarter working-hours. Such arrangements for meals may be made by any employer with his employees as may be suitable in the working of the particular mill.

2. All work done in any one day in excess of the hours above set forth shall (except as hereinafter mentioned) be paid for as follows: Time and a quarter for the first three hours, time and a half for the next three hours, and then double time shall be paid, forty-eight hours weekly being paid for at ordinary rate. (NOTE.—In calculating overtime each day's overtime shall stand by itself, so long as the full number of hours required to constitute a week's work have been worked.)

*Holidays.*

3. All work done on Sundays or holidays shall be paid for at the rate of double time. Storemen shall, if required, work for the first two hours overtime at the ordinary rate, but if they shall be required to work more than two hours overtime on any one day they shall be paid overtime at the rates hereinbefore prescribed. In respect of the man who has to turn out to get up steam ready for the mill to start, whether he be the man in charge or otherwise, whatever extra time he is so employed in regard to this special duty, he shall be paid at the ordinary rate of pay.

4. The following days shall be observed as holidays: New Year's Day, 2nd January, Good Friday, Easter Monday, Labour Day, the Sovereign's Birthday, Anniversary Day, Christmas Day, and Boxing Day.

*Boys.*

5. The number of boys employed in any flour-mill shall not exceed one to three or fraction of the first three men. The number of boys employed in any oatmeal-mill shall not exceed two to one man employed in that department.

5A. No boys except apprentices to be allowed on packers except packing packages of 12½ lb. and under.

*Preference.*

6. Members of the union shall be employed in preference to non-members, but an employer may employ a worker who is not a member of the union, provided a member of the union is not available, so long as such worker becomes a member of the union within one week of being engaged.

*Termination of Engagement.*

7. Employees upon leaving their situations shall give a full week's notice, and upon their services being dispensed with by their employers shall receive a full week's notice, unless dismissed for misconduct, or personal negligence, or other reasonable cause.

*Wages.*

8. The following shall be the minimum rates of wages:—

		Per Hour.	
		s.	d.
(a.)	Rollerman or shift miller	1	2
(b.)	Oatmeal and barley miller	1	2
(c.)	Purifier—the man on purifier and flour-dressing floors	1	1
(d.)	Smuttermen—man in charge of wheat-cleaning machinery and wheat-tipping	1	1
	Assistant smuttermen or tipmen	1	0
(e.)	Kilnman	1	0
(f.)	Head storeman—man solely in charge of store and responsible for receiving and delivery of goods, &c.	1	1½
(g.)	Assistant storeman—man who works under instructions from the office and not from the head storeman (where the work of a storeman is performed by the head miller, such miller shall not be deemed to be head storeman)	1	0
(h.)	Packerman	1	0

Per Hour.  
s. d.

## (i.) Engine-drivers (steam)—

(1.) Where the combined cylinders of an engine are 200 or over 200 circular inches, the man in charge of such engine shall receive	1	3
(2.) Where the combined cylinders of an engine are under 200 circular inches, the man in charge shall receive	1	1
And second and third engine-drivers	1	0

## Engine-drivers (gas-producer)—

(1.) Where the engine of any suction gas-producer plant is capable of developing 70 horse-power and upwards, the man in charge of such engine shall receive	1	3
And second and third engine-drivers	1	1½
(2.) Where the engine of any suction gas-producer plant is capable of developing less than 70 horse-power, the man in charge of such engine shall receive	1	1
And second and third engine-drivers	1	0

## (j.) Carters: Driving and attending one horse, driving and attending two horses—

Wages to be fixed by the Drivers' award for the time being in force.

## (k.) The rate of wages for boys shall be—

	Per Week.		
	£	s.	d.
For first six months	0	10	0
For second six months	0	12	0
For third six months	0	15	0
For fourth six months	0	18	0
For fifth six months	1	1	0
For sixth six months	1	4	0
For seventh six months	1	7	0
For eighth six months	1	10	0
For ninth six months	1	13	0
For tenth six months	1	16	0

## (l.) All casual workers in store to be paid at the rate of 1s. per hour.

9. Any employer shall be at liberty to employ a man to combine the duties of more than one class of worker.

10. Men relieving each other on shift-work, by consent of the employer, shall not be entitled to overtime rates.

*Matters not provided for.*

11. Any matter not provided for in this award shall be arranged between the employer and the executive of the union, and, in the event of their being unable to agree, the matter shall be referred to the Conciliation Commissioner for the district, whose decision shall be final.

*Scope of Award.*

12. This award shall apply only to the parties named herein.

*Term of Award.*

13. This award shall come into force as from the 2nd day of December, 1911, and shall continue in force until the 2nd day of December, 1914.

In witness whereof the seal of the Court of Arbitration hath hereto been put and affixed, and the Judge of the Court hath hereunto set his hand, this 4th day of December, 1911.

W. A. SIM, Judge.

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MEMORANDUM.

This award embodies the recommendation of the Conciliation Council, which the parties agreed to accept. The clause dealing with the scope of the award has been inserted by the Court.

W. A. SIM, Judge.

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